

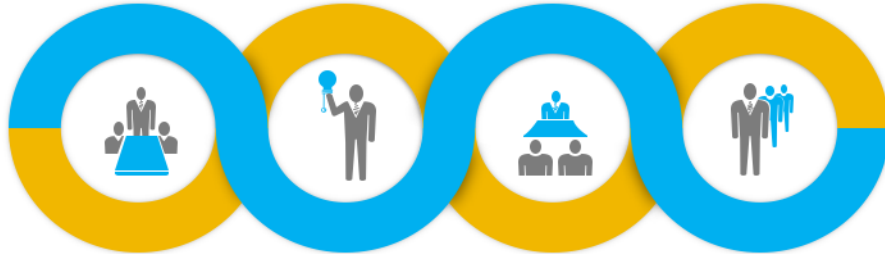
PARTICIPANT MANUAL

BRHD Managers Session One



Diversity Equity & Inclusion

SESSION OBJECTIVES



Understand the value of diversity, equity, and inclusion.

Address some of the myths and misconceptions around race and racism.

Explore the sources of systemic bias.

Dialogue on your role as leaders in normalizing the conversation.

Here's the game plan for our time together.

Notes:

DEI AND PRODUCTIVITY

Companies with
below-average diversity scores



Companies with
above-average diversity scores



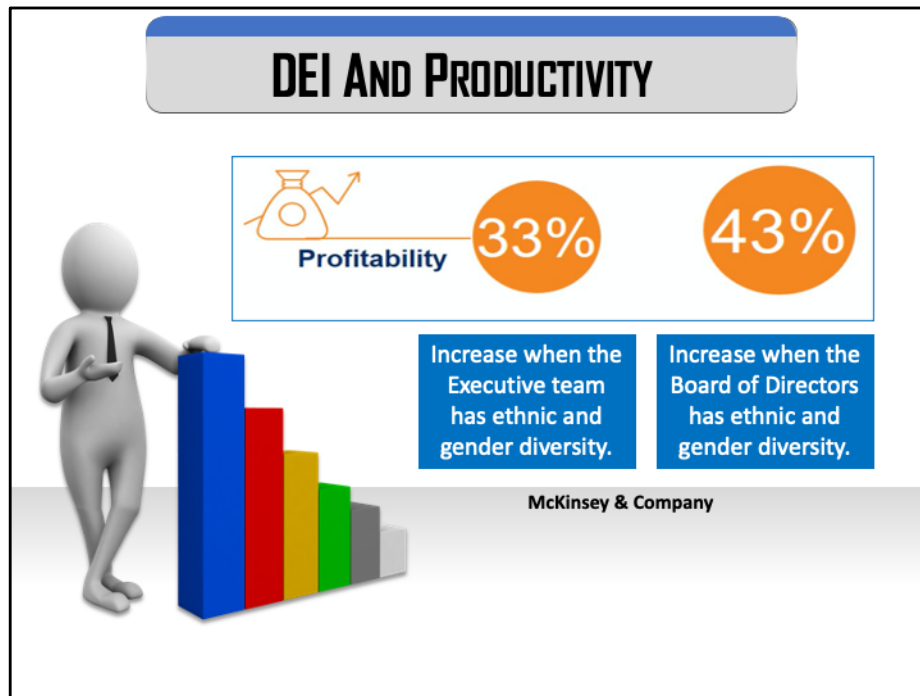
Source: BCG diversity and innovation survey, 2017 (n=1,681).

Note: Average diversity score calculated using the Biau index, a statistical means of combining individual indices into an overall aggregate index.

Most organizations have "diversity". The key is whether or not they leverage its value.



Notes:



There is a cost to allowing barriers to the full participation of everyone persist.

Notes:

DEI AND LOCAL GOVERNMENT



- ⚙️ Passion for the mission
- ⚙️ Situational awareness
- ⚙️ Recruitment
- ⚙️ Retention
- ⚙️ “Doing more with less”
- ⚙️ Community engagement and leadership

Because of the breadth of the mission of a public sector entity, the damage caused by exclusion may be even greater.

Notes:

EQUITY DEFINITION

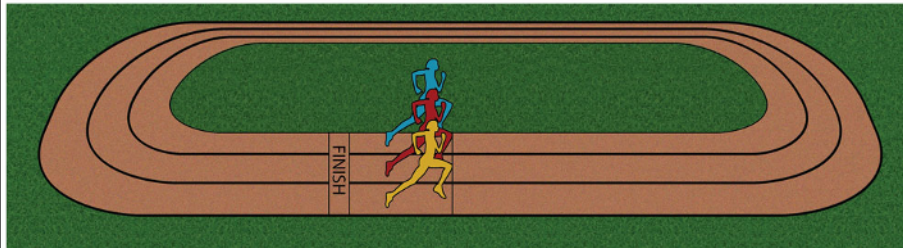


“Equity” addresses the root causes of unequal access to opportunities.

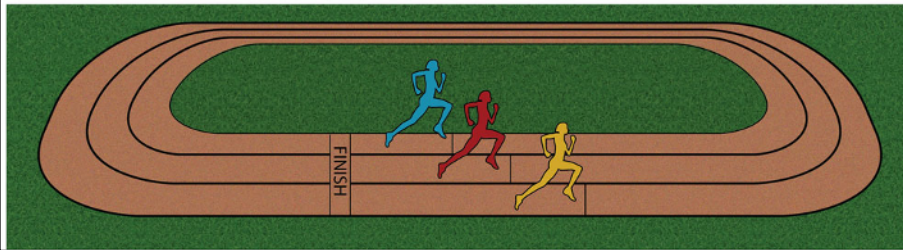
“Equity” has a precise definition and set of tools.

Notes:

A CLEARER DEPICTION



EQUALITY



The point here is that equity takes into account the root causes that produce a disparity in outcomes.



Notes:

EQUITY COMPONENTS



- 1 Address historical barriers to access.
- 2 Correct imbalances in systems, practices, and protocols.
- 3 Distribute resources in accordance with what is required to eliminate those imbalances.

The key is collecting the right data and then disaggregating it to zero-in on the nature of inequity.

Notes:

COMMON STATEMENTS

"Racism doesn't exist anymore. We had a black president".



"If people just worked hard they would be more successful."



"I don't see color".



"All lives matter. Not just one special group".



"We can end racism when people stop being racist".



"Why can't we let go of the past and move on".



These kinds of statements can result in what are often called "micro-aggressions" or micro-inequalities".



Notes:

EQUITY ON THE INSIDE


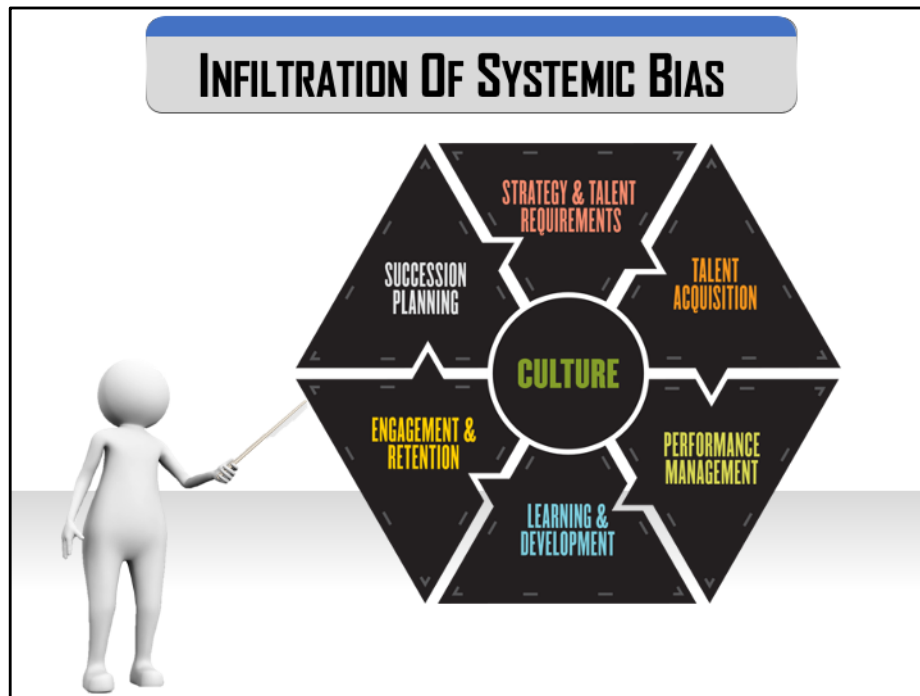
- Establish and communicate the purpose.
- Create time and space for dialogue. (“normalize”)
- Model the behaviors.
- Develop accountability.



Like any organizational initiative, it is the job of formal leaders to set the tone.

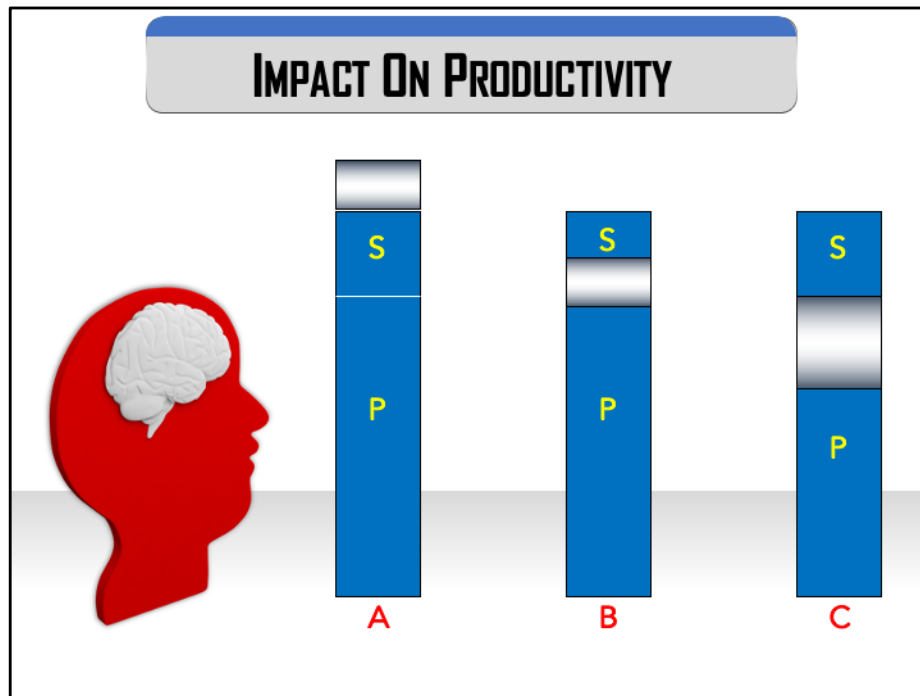


Notes:



Inside of an organization, "exclusion" is really the issue, and it is just as egregious as inequity. Systemic bias can often be found in the practices and protocols that underlie human capital management.

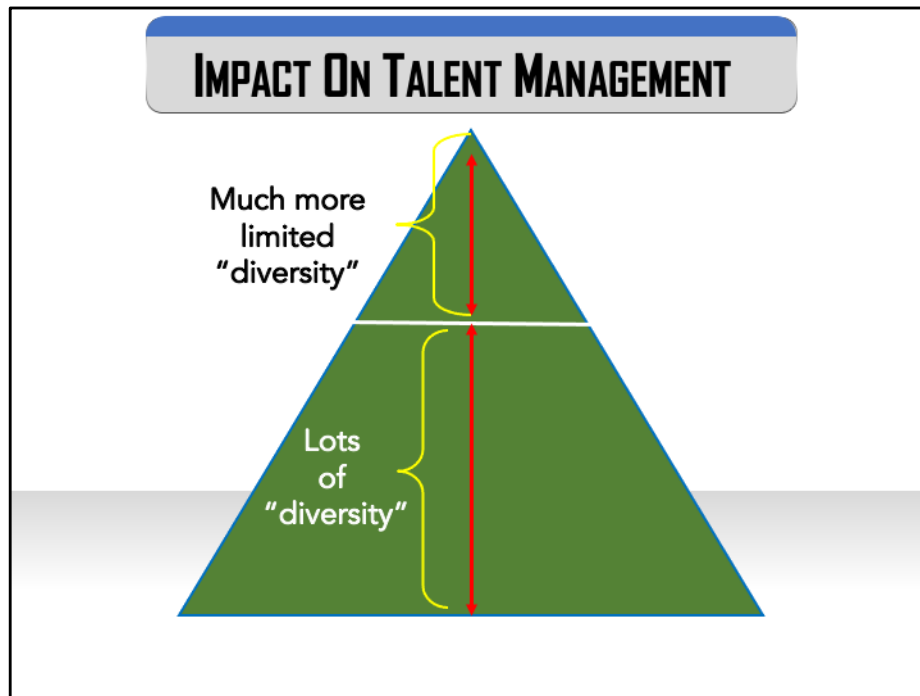
Notes:



We've come full circle, back to the impact on productivity!



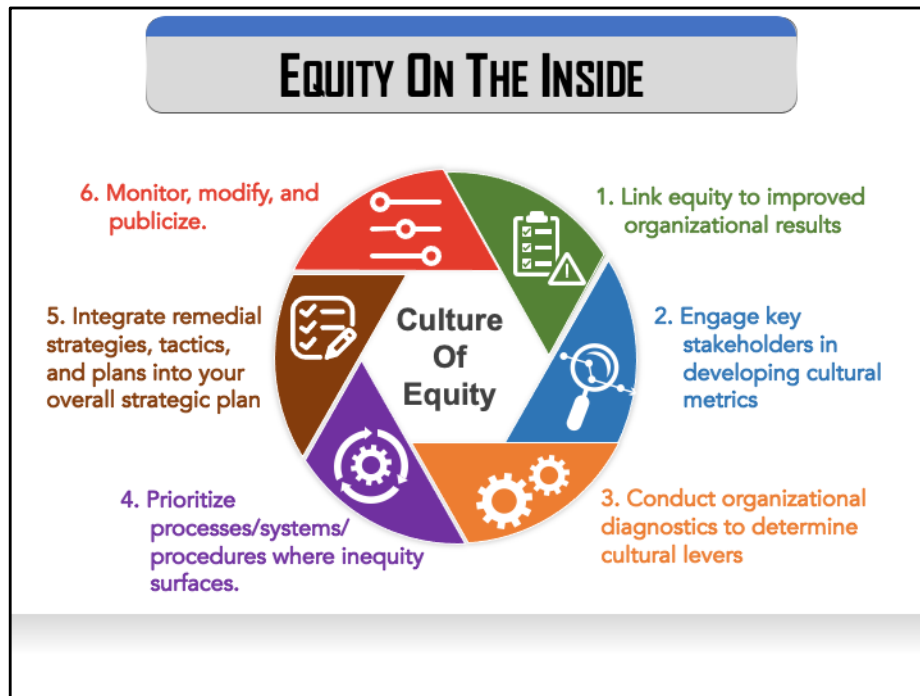
Notes:



We are also reiterating the importance of leveraging the value of our diverse organization through a focus on equity and inclusion.



Notes:



Building a culture of equity takes time. Having a clear, data-driven game plan is the key to producing sustainable results.



Notes:
